

Dialogues About Race

Week 1

Understanding the Self: Identities of Power, Privilege, & Oppression

Presentation By: Delmira Monteiro, Psy.D.

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Training Introduction: Dialogues About Race Series

Four-part experiential didactic training

**Focused on fostering cultural awareness and
humility about race and racism**

**Emphasis on antiracist clinical and medical
practices**

**Guided by the multicultural counseling
competency (MCC) model**

Group Guidelines



Confidentiality



Commit to Learning



Promote Inclusivity & Respect



Remain Mindful



Consider Assumptions & Generalizations



Take Space, Make Space



Cultural Humility

Overview



Self-Reflection: Race & Racism



Power, Privilege, & Oppression



ADDRESSING MODEL (Hays, 2008)



Self-Reflection: Racial & Intersectional Identities

Self-Reflection: Race & Racism

How comfortable do you feel talking explicitly about race and ethnicity?

How comfortable do you feel talking explicitly about racism?

How did you learn about race and racism? What messages did you receive? From whom?

What thoughts and feelings come up for you when thinking about having these discussions with colleagues? Patients? Supervisors?

Have you avoided having explicit conversations about race and racism and/or stayed silent when it comes to these conversations?

Power, Privilege, & Oppression

Power: (systemic, institutional) group access, advantage, & privilege one is afforded based on social identities

Privilege: a set of advantages, favors, & benefits that are provided to members of dominant groups often at the expense of members of marginalized groups

Oppression: a combination of prejudice & institutional power which creates a system that discriminates against some groups & benefits other groups

Addressing Model (Hays, 2008)

Cultural Characteristic	Dominant Groups	Marginalized Groups
Age	Adults	Children, adolescents, older adults
Developmental/ Acquired Disability	Able-Bodied	Individuals with developmental disabilities or acquired disabilities
Religion/Spirituality	Christians	Muslims, Jews, Non-Christians
Ethnicity/Race	White/European Folx	BIPOC
Socioeconomic Status/Social Class	Middle & owning class; individuals with higher education	Poor & working class; people of lower status by education, income, occupation, or geographical habitat
Sexual Orientation	Heterosexuals	Queer, gay, lesbian, bisexual, pansexual, asexual folx
Indigenous Heritage	Non-Indigenous/Non-Native	Indigenous/Native
National Origin	U.S. born	Immigrants, refugees
Gender	Cis men	Trans folx, Intersex folx, cis women, non-binary/gender non-conforming folx

****Veteran/Military Status**

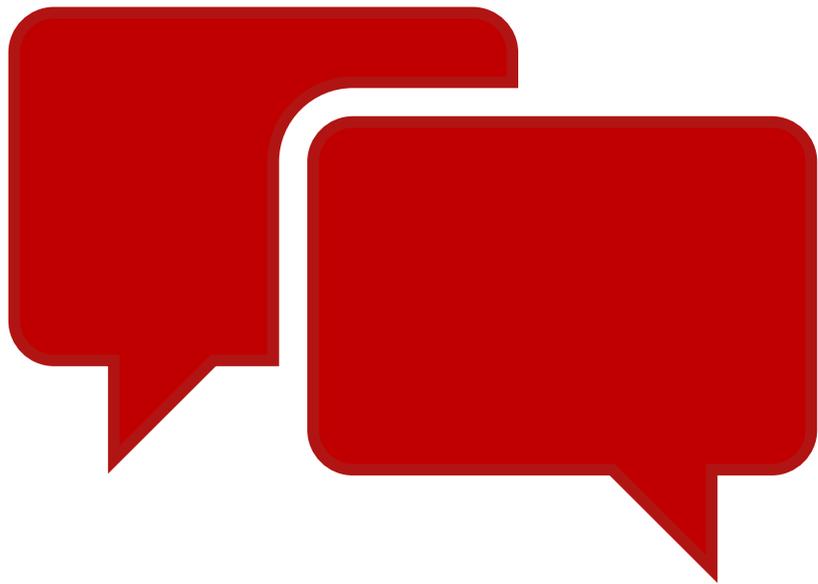
Self-Reflection: Racial & Intersectional Identities

What does it mean to be part of a dominant group? A marginalized group?

What thoughts and feelings emerge as you reflect upon your own privileged and/or marginalized identities?

Which aspects of your identity do you resonate with the most?

How does your understanding of identity impact your work with patients or your professional interactions?



Wrap-Up

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References & Additional Resources